

# Carlsbad Police Department



## Police Officer Academy Graduate

**Monthly Salary  
Range:  
\$5,065—\$6,156**



## Ideal Candidate

The Carlsbad Police Department's "Ideal Candidate" exemplifies department values, is a leader, role model, team player, and problem solver. The "Ideal Candidate" applies the concepts of community oriented policing while maintaining an effective enforcement profile.



## Minimum Requirements

*Applicants must:*

- *Be a high school graduate or have passed the GED test.*
- *Be not less than 21 years old at time of appointment.*
- *Possess and maintain a valid State of California Class C driver license.*
- *Must possess the knowledge, skills, abilities, personal character and mental and physical health to perform the duties of a peace officer in accordance with the examination process.*
- *Graduate from a POST Certified California Regular Basic Academy (within the last six months is preferred), or be currently enrolled in a POST Certified Regular Basic Academy.*

## Statement of Values

With a commitment to professional excellence we, the members of the CARLSBAD POLICE DEPARTMENT, provide quality service to the community to ensure the preservation of life and property and the maintenance of law and order.

## Mission Statement

- We protect the rights of all persons.
- We strive to treat every person with respect, dignity, and compassion.
- We are committed to personal integrity, common purpose and support of each other as essential to an effective and productive work environment.
- We provide leadership in our profession as an example for all law enforcement and to guarantee the best possible service to our citizens.

The CARLSBAD POLICE DEPARTMENT is located in Northern San Diego County and is a progressive growing department consisting of approximately 115 sworn officers and 53 non-sworn personnel. Opportunities for varied assignments such as uniformed patrol, detectives, K-9, off-road enforcement, motorcycles, beach patrol, traffic, vice and narcotics are part of the department's programs to stimulate individual growth and development.



## Selection Procedure

**Oral Appraisal Interview:** Appraisal of general experience, education, judgment, problem solving ability and communication skills. Those candidates who are categorized as "Qualified" will continue in the selection process.

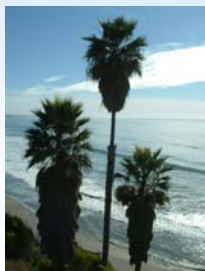
**Physical Abilities Test:** California POST compliant physical abilities test.

**Background Appraisal Interview:** Completion and review of detailed Personal History Statement. Candidates meeting the basic criteria will continue with a background investigation.

**Comprehensive Background Investigation:** A detailed investigation of the candidate's personal history and suitability for employment as a law enforcement officer based on the job dimensions identified by POST. This investigation will include a lie detection polygraph screening.

**Captains' Interview:** Personal interviews with the Captain of Field Operations and the Captain of Support Operations.

The final step before hire is a required medical and psychological evaluation. The Chief of Police may select/appoint any individual who has successfully completed the process. Appointments are probationary for one year.



## Summary of Benefits

**Education Incentive:** Based on POST Certificates. \$173/month for Intermediate and \$238/month for Advanced. Paid biweekly.

**Bilingual Pay:** \$40 paid biweekly to qualified employee.

**Retirement:** The City provides retirement benefits under the Public Employees' Retirement System. Other benefits covered under PERS include disability, death and survivor benefits. The retirement benefit is based on highest year of income, using 3% at age 50 formula.

**Group Health Insurance:** Cafeteria Plan (Pers Health) - choose from indemnity plans or HMO plans.

**Life Insurance:** The City provides life insurance equal to one times annual salary. Employees may purchase additional life equivalent to one times the base amount.

**Uniform Allowance:** Uniform allowance will be \$700/year.

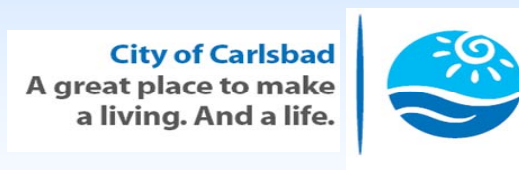
**Deferred Compensation:** Employees may contribute a portion of their salary to a tax deferred savings account.

**Holidays:** Twelve paid holidays plus one floating holiday per year.

**Vacation:** One to five years service, 10 days. Six to ten years, 15 days. Ten years plus, 15 days plus 1 day for each year over 10 years up to a maximum of 20 days. Employees are eligible for paid vacation days after they have been employed with the City six (6) full months. All police employees are entitled to accrue vacation up to a maximum of 320 hours.

**Sick Leave:** Accrued at the rate of 12 days per year. Unused sick leave may be accumulated. Sick leave to vacation conversion at a 3:1 maximum 5 days annually. Retirement conversion at 25 days to one month.

**FTO (Field Training Officer) Pay:** Officers serving as FTOs receive an additional \$20 per day shift while engaged in training.



## City Mission Statement

Our mission is to provide top-quality services to our citizens and customers in a manner that enhances the quality of life for all who live, work, and play in Carlsbad.



**To apply for a position with the City of Carlsbad, send applications and proof of graduation from POST Certified California Basic Academy (within the last six months is preferred), or currently enrolled in a POST Certified Academy to:**

**Human Resources**

**1635 Faraday Avenue**

**Carlsbad, CA 92008**

**Phone (760) 602-2440 Fax (760) 602-8554**

**Job Line (760) 602-2480**

**[www.carlsbadca.gov/hr](http://www.carlsbadca.gov/hr)**

**Workplace Excellence**

*San Diego Society For Human Resource Management*

**2006**



**EQUAL OPPORTUNITY EMPLOYER**

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